

DRAFT AGENCY POLICY RE COMMUNITY RELATIONS PROGRAMS

1. The Civil Service Commission encourages Federal agencies to include participation in community relations programs as part of their Equal Employment Opportunity plans. In the past this Agency has not been extensively involved in such programs.

2. Our ability to attract applicants from all segments of the community would benefit from the involvement of Agency employees in certain community relations programs. To this end, therefore, it shall be the policy of the Agency to engage in such programs in accordance with its responsibilities, as a member of the Federal family of agencies. The programs I approve will be within the limits of existing authority and shall reflect our unique responsibility as an intelligence agency.

3. Examples of such programs include, but are not limited to, the development and implementation of the following:

a. Developing orientation programs at Headquarters to acquaint students and citizens with the mission, function and working environment of the Agency;

b. Participating in programs in which the Agency would explain its involvement in a particular discipline, e.g., engineering, photo science;

c. Cooperating with community organizations -- schools, churches, libraries, civic groups, etc.;

d. Exploring the feasibility of Agency-sponsored voluntary tutorial programs to aid in the development of community students pertinent to Federal employment opportunity.

4. In pursuit of the goals and objectives of our EEO Plan during the next year, the Offices of EEO and Personnel, as well as the Directorates and the Assistant to the DCI (for Public Relations), will be considering potential community programs. I urge your cooperation and participation with those components.

E. H. Knoche
DDCI

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